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ABSTRACT

Following a survey of 2,361 practical nurses in New York City municipal hospitals in 1968, a specific multiple-track nursing sequence was developed to meet manpower shortages and upgrade licensed practical nurses (LPN's) to registered nurses (RN's) and nurse's aides (NA's) to LPN's. The two models designed were for use in New York City but it is felt that they would be applicable elsewhere. Model A, a sequential plan for use in a community college program, would require 66 college credits for an AAS degree. Two alternating tracks of 20 hours of work would be made possible by relief workers, each relief worker releasing two trainees. Model B, a sequential plan for upgrading nurses aides who do not opt for a community college program involves about 15 months of study prior to the LPN exam. The sequencing of these programs over a three-year period, costs for Model A, and a statement of required policy decisions to be made by the employers, unions, City University, community colleges, and the State are all shown. (MS)

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SUPPLEMENT TO RESEARCH REPORT NO. 1: A MULTIPLE-TRACK NURSING SEQUENCE

by
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SUPPLEMENT[a]
A MULTIPLE-TRACK NURSING SEQUENCE

Since the preparation of Research Report Number 1, the need for a multiple-track, upgrading sequence in nursing has become more pressing. This supplement is offered as an extension of the design in Research Report Number 1. It is specific and practical, and will assist the user in calculating sequences, costs and strategies.

1. Existing curricula are utilized; therefore no approval is required by professional or governmental agencies for the programs.

2. The design is based on proven experience. It has been demonstrated that nurse aides can be trained to become practical nurses. Practical nurses are proving themselves capable of training to become RN's.

3. The multiplicity of tracks offered provides a route for those who choose not to (or cannot) move up more than one notch, as well as routes for those who aspire to go on.

4. Least-cost sequencing can be chosen, or faster, more expensive training can be done.

5. Remediation is incorporated into some of the tracks.

6. It is assumed that beyond the AAS in nursing, other steps to Baccalaureate and Master's Degree-level training can be designed.

7. The models are designed for New York City, but are applicable in most cities or states. The models are also applicable to any sequence which involves at least three educational steps: aide, technical work and semi-professional or professional.

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[a]To Research Report No. 1, Train Practical Nurses To Become Registered Nurses: the PN Point of View.

FACT SHEET FOR DEVELOPING
NURSING TRACKS FOR UPGRADING

1. In New York City the Department of Hospitals runs a regular Practical Nursing School (Central School).

2. Six of the City University Community Colleges have ongoing AAS nursing programs.

3. Students enrolled in AAS programs often sit for the License Examination for Practical Nursing when they are half way through the program. Albany decides if the work taken by the student is adequate for LPN work.

4. The State Education Department of New York has developed two College Proficiency Examinations for the Associate Degree level in Nursing. These are in Fundamentals of Nursing, and Maternal and Child Nursing. These examinations test the comparable classroom work offered in an AAS program. The department recommends 5 to 10 credits for Fundamentals, and 4 to 6 credits for Maternal-Child. In addition, there are CPE examinations for many liberal arts college courses.

5. It is up to the community college to decide how many credits to allow a student to be awarded from CPE examinations. At least four community colleges accept 16 or more CPE credits.

6. Entrance to AAS programs in nursing at the community colleges may sometimes be allowed if the candidate has achieved a 225-250 grade in the High School Equivalency Examination (GED). No college requires more than 7 high school credits in specific subjects and a diploma, or its equivalency. The seven credits are; 4 in English; 1 in Social Studies or History; 1 in Mathematics; and 1 in Science.

7. Enrollment in community colleges is free to full-time students. Generally, a program of 12 credits is considered to be the minimum for a full-time program. However, since budgets are allocated to past full-time enrollments, the upgrading sequences to be described here will require funding for new facilities, faculty and student places until these are reflected in subsequent budgets.

8. Various sources for covering costs exist in separate pieces of legislation. Remediation can be funded under adult education, continuing education and related legislation. NA training can be funded as a part of Manpower training funds. PN training can be funded under MDTA funds; RN training is covered by Health Manpower legislation administered by the Department of Health, Education and Welfare. There are some funds at the State and City levels.

9. The costs of relief time can be viewed as relief worker costs or costs of new lines, depending on the budgeting structure of the institutions involved. Models A and B provide sequencing patterns which minimize the labor costs (as opposed to the tuition costs) of the upgrading. This is further expanded in the cost tabulation which follows later.

10. The Figure called, "Progress on 8 Nursing Tracks Over a 3-Year Period," combines remediation and Models A and B on a common time-reference base so that planning can be done. It is assumed that any or all of the 8 tracks can be utilized. The reader should note that employee diagnostics, trainee selection and funding requests require a good deal of lead time.

11. The figure labeled "Major Policy Decisions" outlines the steps needed before the Models can be applied.

PHASES OF MODEL A

A SEQUENTIAL PLAN FOR UPGRADING NURSE AIDES AND PRACTICAL NURSES IN A COMMUNITY COLLEGE PROGRAM

Assumptions:

1. Nurse aides and LPN's are ready, or have been given remediation to be ready, to meet entrance requirements of Community College AAS nursing program(s).

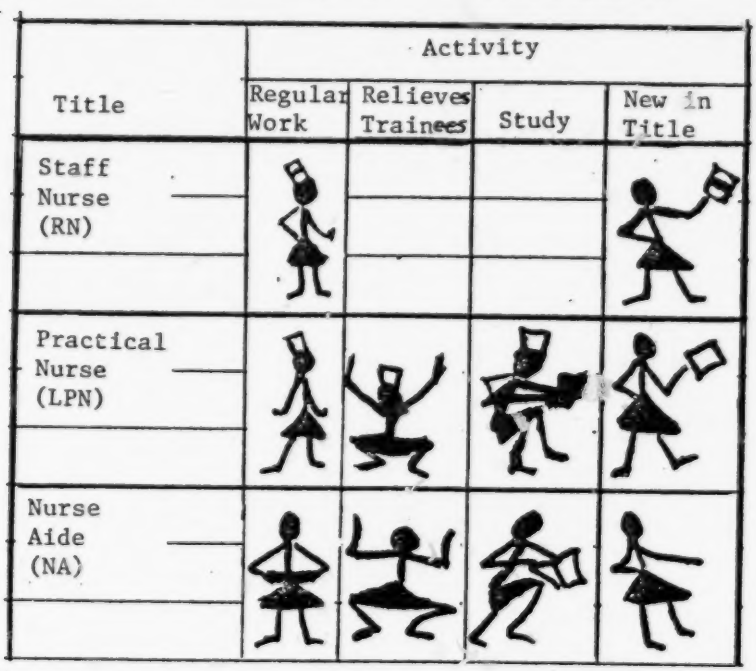
2. Approximately 66 college credits are required for the AAS.

3. After approximately 33 credits are accumulated a student can sit for and pass the licensing exam for practical nursing.

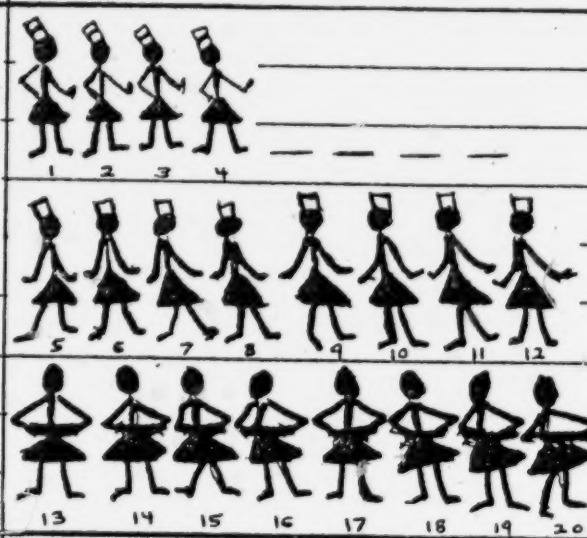
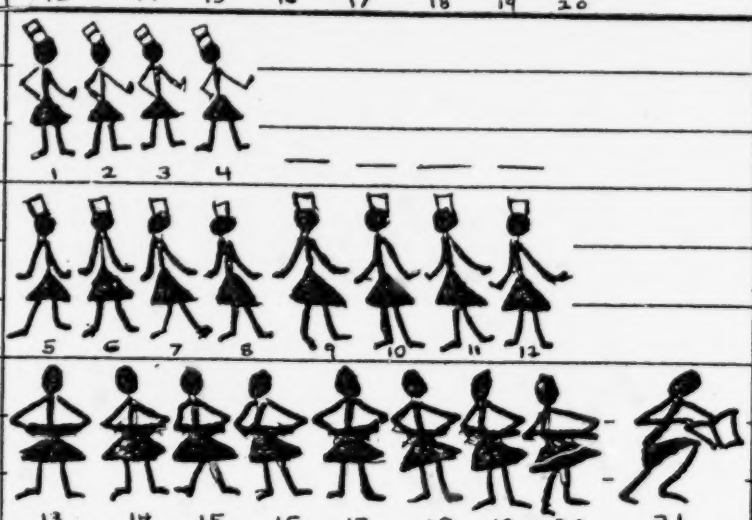
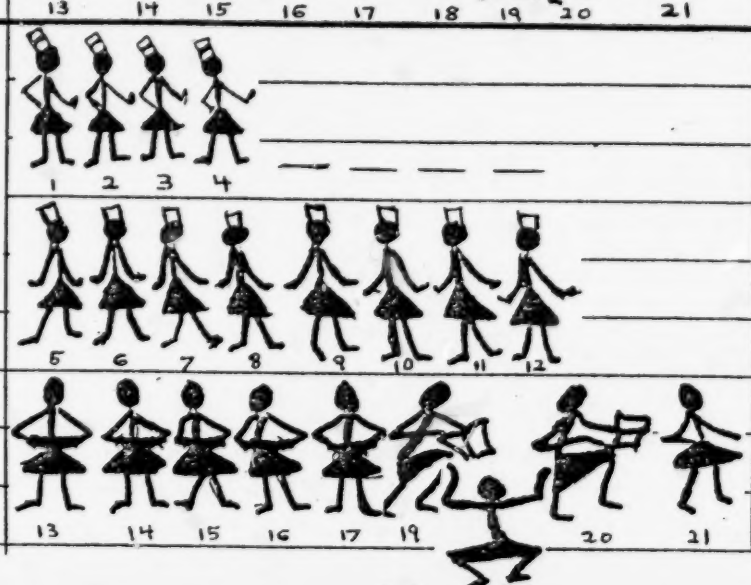
4. With 12 credits to qualify as a full-time student, not more than 20 hours of study per week is involved - - allowing 20 hours of work - - in combinations of 40 hours every other week for each; or, 20-20 per week.

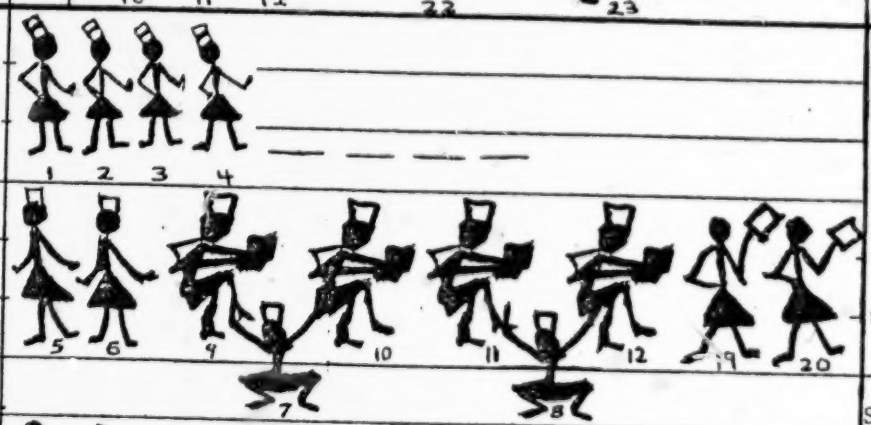
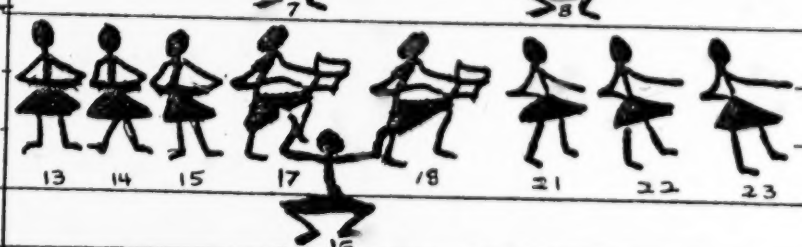
5. On a trimester or semester-plus-summer-school basis, on an 11 + 1/2 month schedule per year, 33 credits can be accumulated per calendar year.

6. Each relief worker releases two trainees on a half time study basis. Thus, two tracks are necessary, each to be relieved alternately by the relief workers.



LEGEND: Each Figure represents 125 employees.

Phase	Model A Phases	Time Period	Credits
I Before Model A Begins: 500 RN vacancies 500 RN's 1,000 LPN's 1,000 NA's		June 1 of Year 1	500 LPN's and 500 NA's are ready or made ready to enter AAS Nursing Programs at Community Colleges.
II 125 New NA's Are Hired and Trained.		June 2 to Sept.1 of year 1 (3 mo.)	Option: Remediation can be given to NA's and LPN's for H.S. equivalency plus appropriate Regents Credits, to reach Phase I readiness.
III (a) 250 NA's Study on 1/2 Time Basis in AAS Nursing Program.		Sept.1 of year 1 to Aug.15 of Year 2. (11 1/2 mo.)	33 in AAS. LPN exam for license.

Phase	Model A Phases (continued)	Time Period	Credits
III (b) 250 New NA's are Hired and Trained. 500 LPN's Are Given Training for College Proficiency Exams(CPE).		May 1 of year 2 to July 31 of year 2. LPN's study on their own time.	9-16 Credits thru CPE's in Fundamentals, Nursing and Maternal and Child Care. Exams by LPN's taken.
IV (a) 500 LPN's Study on 1/2 Time Basis in AAS Nursing Program.		Sept. 1 of year 2 to May 31 of year 3 (or up to 22 mos.)	50-57 Credits (added to CPE credits) AAS degree, RN exam for license.
IV (b) 250 NA's Study on 1/2 Time Basis in AAS Nursing Program.		Sept. 1 of year 2 to Aug. 15 of year 3 (11 1/2 mo.).	33 in AAS. LPN exam for license.
V When Model A Ends: 1,000 RN's 1,000 LPN's 875 NA's		June 30 of year 3. A 3-year Model.	
Next Cycle can begin again.			500 new RN's. 500 new LPN's. 500 LPN's with 33 AAS Credits. 375 newly employed NA's.

New LPN's No's 17, 18, 19 and 20 now need only 33 credits to become RN's.

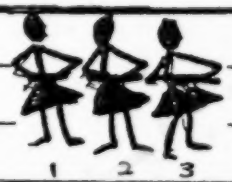
PHASES OF MODEL B

A SEQUENTIAL PLAN FOR UPGRADING NURSE AIDES WHO DO NOT OPT TO ENTER A COMMUNITY COLLEGE PROGRAM

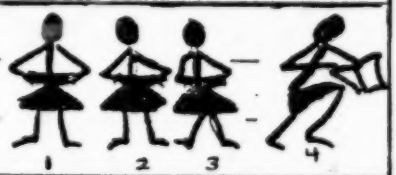
Assumptions:

1. Nurse Aides are ready to meet 8th grade performance levels.
2. The New York City Department of Hospital's PN school is expanded and available for employed Nurse Aides on a half-time study basis.
3. Curriculum for new NA's can be made to articulate with the PN program.
4. The PN curricula can be geared to the CPE exams in Fundamentals of Nursing and Maternal and Child Nursing.
5. On a 20 hour per week study basis, the 1200 hours of study needed prior to the LPN exam will take about 15 mos.

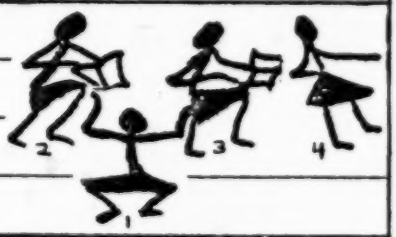
Phase I. There are 375 NA's to start.



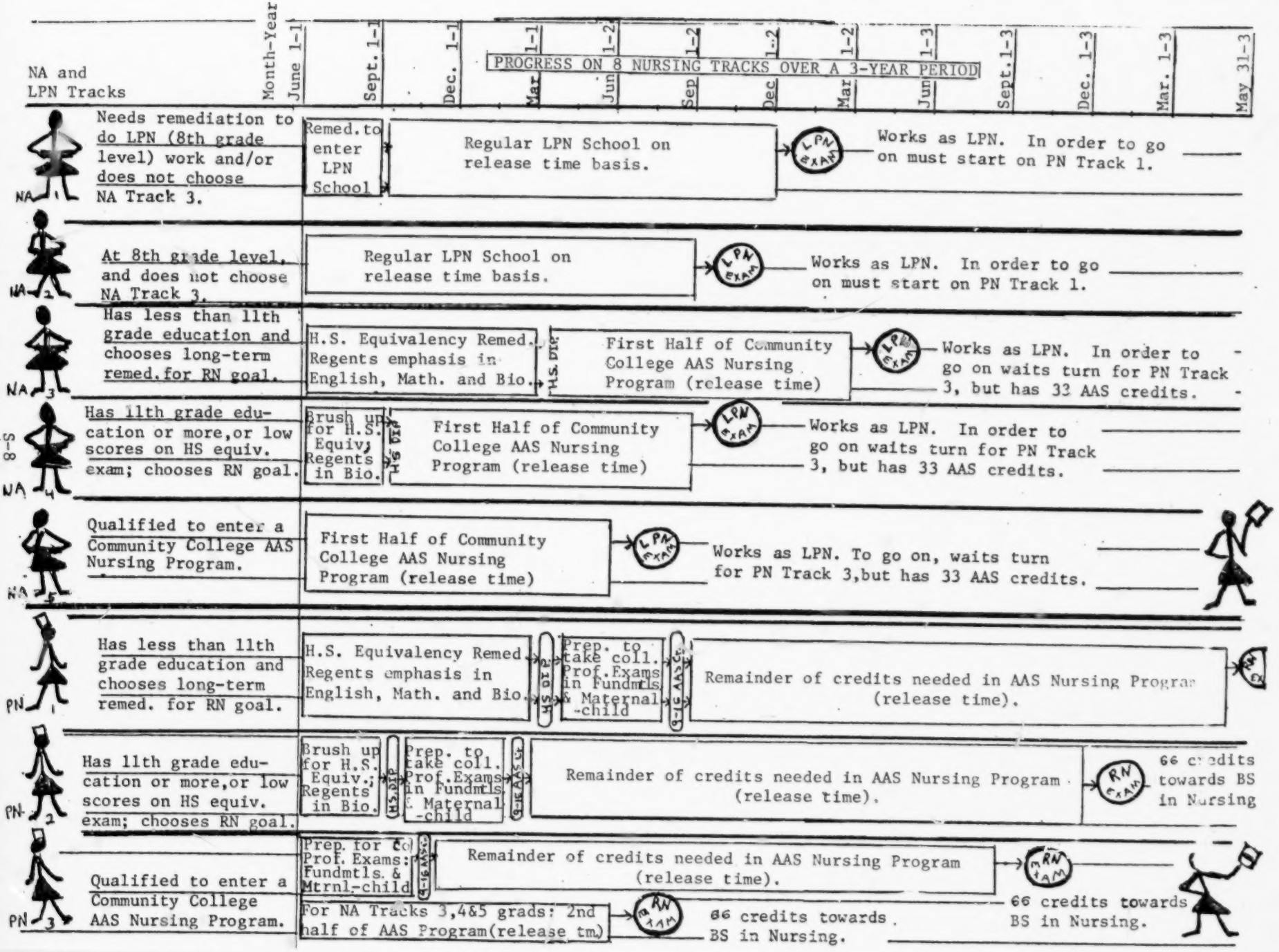
Phase II. 125 New NA's are hired and trained so that they can later enter the LPN school (3 mos.)



Phase III. 125 NA's relieve 250 NA's who study on a 1/2 time basis to become PN's (12,000 hrs. or 15 mos.)



Phase IV. There are 250 new PN's.
There are 250 NA's.
125 NA's are newly employed.


NA and LPN Tracks
Month-Year
June 1-1
Sept. 1-1
Dec. 1-1
Mar 1-1
Jun 1-2
Sep 1-2
Dec 1-2
Mar 1-2
Jun 1-3
Sept. 1-3
Dec. 1-3
Mar. 1-3
May 31-3
PROGRESS ON 8 NURSING TRACKS OVER A 3-YEAR PERIOD
NA 1
Needs remediation to do LPN (8th grade level) work and/or does not choose NA Track 3.
Remed. to enter LPN School
Regular LPN School on release time basis.
LPN EXAM
Works as LPN. In order to go on must start on PN Track 1.
NA 2
At 8th grade level, and does not choose NA Track 3.
Regular LPN School on release time basis.
LPN EXAM
Works as LPN. In order to go on must start on PN Track 1.
NA 3
Has less than 11th grade education and chooses long-term remed. for RN goal.
H.S. Equivalency Remed. Regents emphasis in English, Math. and Bio.
H.S. Dip.
First Half of Community College AAS Nursing Program (release time)
LPN EXAM
Works as LPN. In order to go on waits turn for PN Track 3, but has 33 AAS credits.
NA 4
Has 11th grade education or more, or low scores on HS equiv. exam; chooses RN goal.
Brush up for H.S. Equiv; Regents in Bio.
H.S. Dip.
First Half of Community College AAS Nursing Program (release time)
LPN EXAM
Works as LPN. In order to go on waits turn for PN Track 3, but has 33 AAS credits.
NA 5
Qualified to enter a Community College AAS Nursing Program.
First Half of Community College AAS Nursing Program (release time)
LPN EXAM
Works as LPN. To go on, waits turn for PN Track 3, but has 33 AAS credits.
PN 1
Has less than 11th grade education and chooses long-term remed. for RN goal.
H.S. Equivalency Remed Regents emphasis in English, Math. and Bio.
H.S. Dip.
Prep. to take coll. Prof. Exams in Fundmtls. & Maternal-child
33-66 AAS Cr.
Remainder of credits needed in AAS Nursing Program (release time).
RN EXAM
PN 2
Has 11th grade education or more, or low scores on HS equiv. exam; chooses RN goal.
Brush up for H.S. Equiv.; Regents in Bio.
H.S. Dip.
Prep. to take coll. Prof. Exams in Fundmtls. & Maternal-child
33-66 AAS Cr.
Remainder of credits needed in AAS Nursing Program (release time).
RN EXAM
66 credits towards BS in Nursing
PN 3
Qualified to enter a Community College AAS Nursing Program.
Prep. for Coll Prof. Exams: Fundmtls. & Mtrnl-child
33-66 AAS Cr.
Remainder of credits needed in AAS Nursing Program (release time).
RN EXAM
66 credits towards BS in Nursing.
For NA Tracks 3,4&5 grads: 2nd half of AAS Program (release tm.)
RN EXAM
66 credits towards BS in Nursing.

MAJOR POLICY DECISIONS

Institution	Action Required	
Employers and Unions	1. Agreement to: (a) accept the tracks, (b) present funding proposals, and (c) test or otherwise slot employees into their appropriate tracks after they have been counseled and informed of their options.	2. Willingness to schedule workers for maximally effective sequences using relief workers in a 1-to-2 ratio. For example, split weeks or alternating weeks of work-study, rather than split days, are preferable. Where a single worker trainee or an odd number of trainess are found at an institution, steps can be taken to exchange persons for others on the payroll of a different institution during the training period.
City University and its Community Colleges	1. AAS Program directors must agree to provide their AAS courses in the sequence that best qualifies a student to pass the LPN exam at the half-way mark (33 credits). This does not require Albany approval, since no new curricula are involved. 2. AAS Programs must be given in time periods to fit release time work, at 12 credits per semester, on an 11-1/2 month school-year basis. The Directors' agreement is needed.	3. City University should apply for educational funds for facilities and faculty in the name of all the AAS nursing programs, allocating student places later, to serve the needs of the students and employers.
Albany	The State should waive the fees for CPE exams and licensing exams when currently employed health workers are involved.	

COSTS OF MODEL A

Phase	Job Category	Employment			Education Costs			Cost Changes Over Phase I
		Total	at Max. Salary	at Min. Salary	Purpose	Number	Time	
I	Staff N. LPN NA	500 1,000 1,000	500 1,000 1,000	(500 vacancies)	500 vacancies	–	–	–
II	Staff N. LPN NA	500 1,000 1,125	500 1,000 1,000	(500 vacancies) 125	Entry Level NA Training.	125	3 mos.	Salary for 125 new NA's.
III (a) & (b)	Staff N. LPN	500 1,000	500 1,000	(500 vacancies)	Preparation to pass C.Prof. exams in Fundamentals and Maternal and Child Nursing.	500	3 mos.	–
	NA	1,375	1,000	375	Entry Level NA Training.	250	3 mos.	Salary for 375 new NA's.
					Half-time study in Community College AAS program.	250	11-1/2 mos.	
IV (a) & (b)	Staff N. LPN	500 1,250	500 1,000	(500 vacancies) 250	Half-time study in Community College AAS program.	500	22 mos.	Salary for 250 new LPN's;
	NA	1,125	750	375	Half-time study in Community College AAS program	250	11-1/2 mos.	plus: 125 new NA's; less: wage reductions from max. to min. for 250 NA lines.
V	Staff N. LPN	1,000 1,000	500 500	500 500	–	–	–	Salary for 500 new RN's; less: wage reductions from max.to min.for 500 LPN lines;
	NA	875	500	375				less: absolute decline of 125 NA's at max. salary; less: wage reductions from max.to min.for 375 NA lines.